



Job Posting

About the CFPC

Representing more than 40,000 members across the country, the College of Family Physicians of Canada (CFPC) is the professional organization responsible for establishing standards for the training, certification and lifelong education of family physicians and for advocating on behalf of the specialty of family medicine, family physicians and their patients. The CFPC accredits postgraduate family medicine training in Canada's 17 medical schools.

Our Mission: Leading family medicine to improve the health of all people in Canada—by setting standards for education, certifying and supporting family physicians, championing advocacy and research, and honouring the patient-physician relationship as being core to our profession.

Our Vision: Leading family medicine. Improving lives.

Our Values: Caring; Learning; Collaboration; Responsiveness; Respect; Integrity; and Commitment to Excellence.

We are recruiting for an Application Developer

Posting #:	2021-24
Department:	Business Solutions
Division:	Information & Technology Services
Reports to:	Manager, Application Development and Support
Classification:	Support Staff
Status:	Permanent
Job Family:	Professional/Knowledge Worker
*FTE:	1.0
Level:	6

Summary:

The Application Developer serves as a resource in the ITS division providing business application solutions to meet user needs. The Application Developer is a member of a dynamic team who works on key initiatives across business operations and IT. The role requires strong technical and analytical skills. The successful

candidate will be customer service oriented which is essential for session participants who are undergoing change. Candidates must have a high attention to detail and own the quality of their development efforts.

Responsibilities:

Essential Duties include:

- Develop in-depth knowledge of CFPC's application portfolio, technical architecture, development tools and procedures
- Configure, design, develop and test new applications and enhancements or bug fixes aligning to development standards Develop web-based application interfaces
- Work with business analysts in the development and review of business and system requirements to obtain a thorough understanding of business needs to deliver quality solutions to support the business
- Work with application support analyst to provide second level application support
- Maintain technical documentation that represents the software design and code base for ongoing maintenance
- Perform end-to-end systems verification testing
- Work with internal and external development teams in the analysis and resolution of issues related to information content, data integrity, and application performance
- Support IT colleagues with defining application and data architectural standards
- Prioritize work activities and meet delivery schedule
- Attend regular team meetings to ensure project goals are met
- Conduct research and make recommendations on application development and database products, services, protocols, and standards in support of development efforts

Related duties:

- Ensure effective and professional communications with all internal/external contacts
- Develop and maintain collaborative relationships at all levels of the organization
- Work in accordance with all CFPC policies, procedures and processes, and all applicable legislation
- Work in accordance with all health and safety requirements
- Demonstrate behaviours aligned with the CFPC Values
- Demonstrate competencies aligned with the CFPC Competency Framework
- Contribute to delivering on the overall work plan of the department and strategic goals of the CFPC
- Participate on special projects as required
- Participate on internal staff committees or working groups as required
- Assist with the onboarding of new team members as required
- Support the team and collaborate with colleagues to ensure department needs are met including absence coverage and cross-training as required

Requirements:

- University degree in computer science, engineering, or Information Technology related discipline
- Minimum of eight (8) years' programming / software development work experience
- 3-5 years' experience with UI development -- ASP.Net MVC, AJAX, 3rd party tools (Telerik, Component One), JavaScript, exposure to Angular JS & Bootstrap an asset
- 2-3 years' experience with mid-tier application development -- MS .Net Core, MSASP.Net Web API, RESTful API services

- 3-5 years' experience with database development -- MS SQL Server 2008+, programming (stored procedures, user defined functions, triggers), SQL Profiler, MS .Net Entity Framework (5.x+)
- 3-5 years' experience with programming languages -- C# 3.5+, Visual Basic, VB.Net
- Experienced with Software Development Life Cycle (SDLC) with analysis, design, development, documentation, and testing phases
- Knowledge of SQL Server Reporting Services (SSRS) and SQL Server Integration Services (SSIS)
- Experience managing deployment of applications on on-premises data center, cloud, and 3rd party cloud-hosted environments
- Basic understanding of application network and infrastructure connectivity such as IP whitelisting
- Exposure to source code repositories including MS Team Foundation Server (TFS), BitBucket, Git.
- Hands on experience with Kentico, WordPress/PHP, SharePoint, or other content management system (CMS) platforms
- Exposure to CRM system such as Salesforce is an asset
- Microsoft Certification on Azure platform is an asset
- Accustomed to working in a highly dynamic environment and ability to manage multiple priorities between operational support and project assignments
- Demonstrated skills in problem and defect management, unit testing, system integration testing and ability to clearly communicate and share solutions with stakeholders
- Self-starter and proactive attitude, ability to work independently and in a team environment, desire to continuously learn new skills and technology
- Strong work ethic and drive for results
- Experience in a healthcare environment an asset
- Highly effective verbal and written communication skills, with ability to express ideas and opinions clearly and effectively in English; French is an asset

Working Conditions:

- Open-concept office environment
- 8:00 a.m. – 4:00 p.m. *or* 8:30 a.m. – 4:30 p.m. *or* 9:00 a.m. – 5:00 p.m. Monday to Friday

If you share our passion, and are committed to living our CFPC Values

please submit a cover letter and your résumé referencing the posting # 2021-24 to: careers@cfpc.ca by June 29, 2021.

Important Note: On April 9, 2021, our Executive Team approved our interim relocation guidelines and advised that while we are in Phase 1 of our Return to Office pandemic plan, all employees will continue to work remotely. We are in the process of examining our future New Way of Working model, including the possibility of a fully remote or hybrid remote workplace. Until that decision has been made, and otherwise communicated, our head office continues to be 2630 Skymark Avenue in Mississauga, Ontario. Except for identified senior-level positions, all new employees and internal employees who apply for new positions will be expected to commute to our office in Mississauga at their own expense if required to do so.

The CFPC is committed to fostering a healthy and positive work environment. In accordance with the Accessibility for Ontarians with Disabilities Act, 2005 and the Ontario Human Rights Code, The CFPC encourages applications from all qualified candidates and will accommodate applicants' needs throughout all stages of the recruitment and selection process. If selected to participate in the recruitment and selection process, please inform Human Resources of any accommodation(s) that you may require to ensure your equal participation.

We thank all those who apply but only those selected for further consideration will be contacted.

*Full-Time Equivalent

